

# U of T dumps South African holdings

Governing Council voted Jan. 21 to sell the University's shares in companies with investments in South Africa and not to acquire new shares in such firms.

Moved by undergraduate Rachel Barney and seconded by Professor Michael Marrus of the Department of History, the resolution passed by 39 votes to 12, with one abstention. The spectators greeted the decision with a standing ovation.

The decision supersedes an earlier policy to partially divest by selling shares in companies that do not comply with the Canadian code of conduct for firms operating in South Africa.

The new policy will have no impact on the University's financial position, President George Connell told Council. Since the passage in 1985 of the partial divestment policy, the University has moved most of its investment capital into companies without South African holdings.

The University owns about \$1.26 million worth of shares in four companies with ties to South Africa — Borden Inc., Caterpillar Tractor, Dresser Industries, Monsanto and Velcro Industries — a total of 2.3 percent of the University's stock holdings and 0.4 percent of its total investment portfolio.

In contrast to March 5, when demonstrators shouted down speakers and jumped on tables, the meeting was orderly. Tickets were issued to control the numbers of observers in attendance and the vote itself was by ballot. At the

earlier meeting Council members who voted against the divestment motion were verbally abused by a hostile crowd.

A small demonstration took place outside Simcoe Hall before and during the meeting. About 70 to 100 people chanted anti-apartheid, pro-divestment slogans.

## Unique issue

"Apartheid and the regime in South Africa is a very special, very unique sort of issue," Barney said in making her motion. "It happens to be one of a very tiny category that we can and should take stands on."

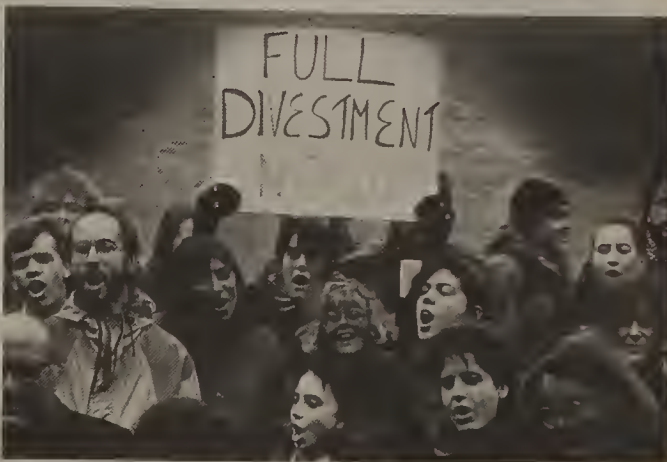
"The reasons are simple: we already have, in a sense, a policy on apartheid because we have a policy on racism. Opposition to racism is written into just about every relevant policy at the University. So this is not a remote issue. Opposition to racism is one of the principles upon which this university is based, so the real question we should be asking when dealing with racism in South Africa is not why should we [consider it], but is there any conceivable excuse for us not to? Is there any reason for us to take a position on racism north of King's College Circle but not south of it?"

Partial divestment is not enough, Barney said. Companies that meet the Canadian code of conduct "cannot bring significant pressure to bear on the South African government for wholesale political equality . . . Their presence is seen by the South African government as a vote of confidence in the current regime. Divestment is designed to bring significant pressure to bear on the government to dismantle apartheid."

Marrus addressed the issue of Council's involvement in political matters. "I am mindful that there are strong arguments that are made against political involvement by a council such as ours," Marrus said. "But against that view I think we must consider what is now a majority opinion in our university. That is, that the moral costs of abstention on this matter are just too great."

While complete divestment is a largely symbolic act, symbols are important, Marrus continued. "Because of a variety of circumstances, none of which we control, divestment has become the universal symbol of abhorrence for a governmentally defined and officially sanctioned system of racial oppression."

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Demonstrators chanted anti-apartheid slogans outside Simcoe Hall before and during the Jan. 21 Governing Council meeting.

# Minister of colleges and universities addresses U of T concerns

by George Cook

The relationship between the University and the Ontario Institute for Studies in Education continues to perplex the provincial government.

At a forum on post-secondary education Jan. 19, Lyn McLeod, the minister of colleges and universities, said negotiations between U of T and OISE should continue, but she would not reaffirm the government's stated policy of merging the two institutions.

"Obviously the government has a very great interest in the negotiations and I think we will be involved," McLeod told about 40 people in the Sandford Fleming auditorium, "but I don't think we can come to conclusions, because what we need to do is look at the continued need for programs and the concerns that both institutions have raised."

"I'm not prepared to comment on government policy, nor do I have a predetermined sense of what the result of a joint deliberation between the two bodies [U of T and OISE] would be," McLeod said. "I believe that the negotiations should continue and that the issue should be resolved with due recognition of the valuable role OISE plays and of the concerns of the Faculty of Education."

(Brian O'Riordan, a special assistant to Ontario Treasurer Robert Nixon, said Jan. 20 that while the government continues to believe that OISE should



Minister of Colleges and Universities Lyn McLeod.

become part of U of T, no action is planned to bring about a merger.)

The forum, sponsored by the Students' Administrative Council, dealt with provincial government priorities for post-secondary education in the coming decade. McLeod was joined on the panel by opposition critics Richard Johnston of the New Democratic Party and Cam Jackson of the Progressive Conservatives.

Both opposition critics said OISE should remain independent of U of T.

"I'm glad to hear the kind of comments we're getting from the minister," Johnston said, "because it makes it sound like the idea has been pushed into the background." It is ironic that the provincial government will permit American universities to grant education degrees in Ontario, but will not make OISE a degree-granting institution, he added.

Jackson said OISE has an excellent reputation and should be allowed to continue its work "under the current configuration."

## Defends targeting

During the discussion McLeod defended the government's use of targeted funding.

"I don't accept the contention that the special funding is at the expense of increases in basic operating grants," she said. Basic operating support has continued to increase despite the advent of earmarked money for faculty renewal, library equipment or overhead costs associated with research.

"I really question any distinction that's made between the so-called targeted funding and the basic needs of the universities. Surely library enhancement and student equipment are basic."

Johnston took issue with McLeod, however. He said targeted funding has come at the expense of base funding, not in addition to it.

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# Bill C-54 finds little support at U of T

by Judith Knelman

The University community has organized an attack on at least two fronts to shoot down Bill C-54, the federal government's proposed anti-pornography legislation.

The proposed amendments to the criminal code have caused dismay among faculty members and librarians, who see them as a threat to intellectual freedom and freedom of information. "Dealers in pornography" is a wonderful phrase that certainly gives a new twist to librarianship," said Carole Moore, chief librarian at U of T.

Under the act, which is now in committee pending third reading, anyone who possesses pornography for the purpose of distribution or displays it in public is guilty of a criminal offence. Pornography includes visual depictions of sex with someone under 18, sexually violent conduct, bestiality, incest, sexual intercourse or "any matter or commercial communication" that encourages such conduct.

If a charge were to be laid, the onus would be on the accused to prove that the material in question was being used

for artistic, educational, scientific or medical purposes. If the material distributed encouraged sexual activity involving people under the age of 18, there would be no such defence allowed. Under the Criminal Code the maximum sentence would be 10 years.

That could make purveying and interpreting Nabokov's *Lolita*, Plato's *Symposium*, Petronius' *Satyricon* and Boccaccio's *Decameron* a criminal offence.

"There is ample protection in the Criminal Code against the exploitation of children, violence, etc.," said Fred Wilson, president of the faculty association. "There's no need for this additional legislation."

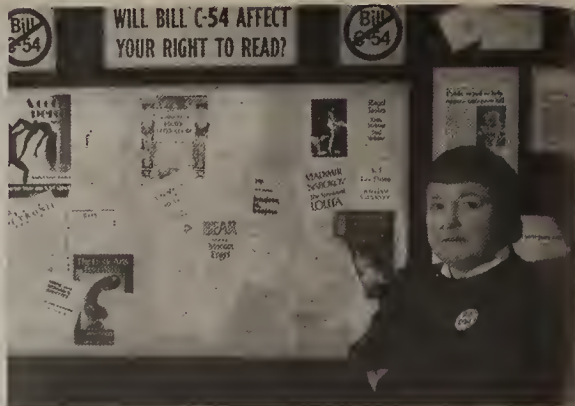
"If writers write and publishers print only the inoffensive, if educators present only the innocuous and librarians collect and display only the unobtrusive, the academic community will retreat to a repressive period," said Margaret Anderson, who teaches at the Faculty of Library & Information Science. "We need to ask the lawmakers to go back to the drawing board. If fear of litigation inhibits teaching, writing, collecting and disseminating knowledge, then the service done to control an evil is less than the disservice done to encourage a good that comes from the free flow of ideas."

The library has been distributing a flier about the impact of Bill C-54 and postcards of protest to Prime Minister Brian Mulroney. The first batch of 5,000 went immediately, said Moore, and the second batch is disappearing rapidly. The flier encourages people who object to write to Ray Hnatyshyn, the minister of justice, and their MPs.

The Jan. 18 UTFA Newsletter contained a postcard addressed to Mulroney and a suggestion that members write Hnatyshyn and their MPs as well.

The Canadian Association of University Teachers has been lobbying against the bill, which it says could be construed as covering books, documents, reports and records stored in university libraries and sociological, medical, anthropological and fine art collections.

Edward Sellers, associate dean, academic affairs, of the Faculty of Medicine, said the area in his faculty where there would be the greatest concern would be in the human sexuality elective, which uses movies and videotapes to portray sexuality to prepare medical students to deal with things their patients may tell them about in the future. But he felt that even there the threat was minimal, since the use is clearly educational.



Librarian Margaret Anderson in front of a recent anti-Bill C-54 display at the Robarts Library.

## McLeod responds to concerns

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The establishment of funding envelopes does not threaten university autonomy, McLeod continued. Targets are established in consultation with the institutions themselves. "We work very closely with the universities when we develop particular envelopes," she said. "We try to respond to real needs."

Asked later how the Council of Ontario Universities now views targeted funding, Will Sayers, COU's director of communications, said the "insidious steering effects" of targeting are a source of concern. "The priorities of the universities are being set to a degree by outside parties."

Targeted funds reduce flexibility, Sayers said. Spending needs can change from year to year and if funding is directed by the government, the universities' options are reduced.

McLeod said that her ministry is not responsible for auditing the universities. Audits are carried out by the independent provincial auditor, who reports directly to the legislature. He has recently completed an audit of Trent University in Peterborough and his report will be sent to the university and to the ministry. McLeod said she does not know which other universities will be audited.

### Enhance access

McLeod returned to the question of accessibility several times during the discussion. "The real challenge comes when we try to achieve full accessibility, relevance and excellence in the context of fiscal accountability," she said. "We must look for creative means of providing the best while maintaining a balanced growth in our spending. Without that balance we would certainly risk another period with little or no financial improvements for our colleges and universities. If we have careful planning, the necessity of sudden and drastic financial restraint and program cutbacks can be avoided and our progress will indeed be steady."

Rising enrolment will put further pressure on the universities to find room for students, McLeod said. "We're continuing to deal with the capital needs as rapidly as we can. My hope is that by creating new classroom space and meeting the universities' priority capital needs as quickly as possible, we're able to relieve some of those pressures. We're trying to address those capital needs as quickly as we can given the financial limitations that we always have to work with."

The government is committed to increasing the participation rates of

Francophones, native Canadians and others who have traditionally been under-represented in colleges and universities, McLeod said.

However, she would not commit herself to the creation of a Francophone university. She said the government is studying ways to provide education in French for Francophone students.

The minister also indicated her strong support for distance education. "Maybe in the next decade a single mother who lives in Pickle Lake will not have to leave her home to complete her education. When that happens we will have made our education system truly accessible."

The government is prepared to re-evaluate its student assistance program, but McLeod said there are "considerable financial implications" even to small changes. The extension of the grant eligibility period for students by one year would cost \$10 million she said.

She also declined to commit herself to the creation of a national panel on post-secondary education. The proposal for a panel to help coordinate the post-secondary sector arose at the national forum on education held in Saskatoon in October. She and her provincial counterparts will continue to discuss ways in which national planning for post-secondary education can occur, she said.

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Material may be reprinted in whole or in part with appropriate credit to the Bulletin. Published every two weeks by the Department of Communications.

Submissions for publication must be in the Bulletin office, 45 Wilketts St., University of Toronto, Toronto, M5S 1A1, 10 days before publication date unless otherwise specified.

Editorial enquiries: 978-6981

Distribution Enquiries: 978-4933

Advertising Enquiries: 978-4933

Display advertising space must be reserved two weeks before publication date.

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## National Conference on Technology and Innovation

# Stronger industry-university ties recommended

by Pippa.B. Wysong

When Prime Minister Brian Mulroney announced \$1.3 billion in federal funding for "centres of excellence" he left the universities both delighted and confused. No one is certain what he means by "centres of excellence," or whether the proposal would be connected to the provincial government's Centres of Excellence program. U of T is participating in five of the province's centres.

Mulroney's announcement came at the National Conference on Technology & Innovation held at Toronto Jan. 13 to 15. Part of the funding package includes scholarships for 2,500 science and engineering students.

"At this stage, the importance of the \$1.3 billion promise of funds is difficult to judge," said President George Connell, who attended the conference. "It is a substantial commitment to the development of science and technology in Canada. The impact will depend very much on the programs chosen for support and the specific terms of reference of those programs."

Connell also noted that it is "vital for the development of our research potential that a large share of the new funds flow into the base funding of the research councils."

The prime minister's announcement was followed by a series of workshops. Participants discussed ways in which they could work together to help Canada become more competitive on an international level in science and technology. Most agreed on establishing stronger links between universities and industry.

Currently, industry contributes three percent towards the total cost of R&D in universities across Canada. Some people want more industry-based contracts and closer ties, while others are more cautious. One of the issues is whether university research will end up being done only for the sake of industry.

David Strangway, president of UBC and former U of T president, who attended the conference, said "we're a long, long way from having to worry seriously about that issue... if we have a good, healthy, technology-driven industry, there's even more reason for industry to support basic research. It's a symbiotic relationship."

One point discussed in the workshops was that industry sometimes considers basic research a high-risk area. Years can be spent researching an area with little or no concrete results when the research is finished. Most contracts are consequently directed towards applied areas.

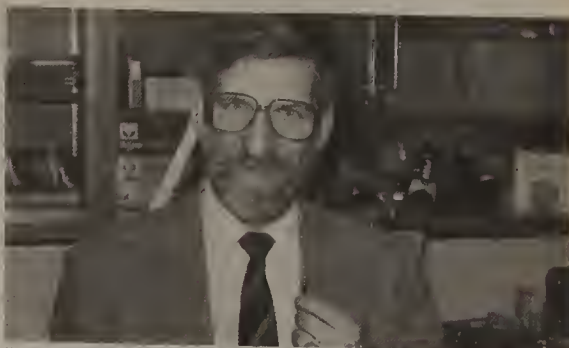
One of the participants was Prof. Hans Kunov of the Institute of Bio-

medical Engineering who was invited by Metro Toronto to attend the conference. He exhibited a pair of glasses he has developed to aid lip-readers. He questioned the trend away from "good old fashioned grants." He added that the value of the relationship between universities and industry depends on how it is carried out.

Kunov explained that, from the researcher's perspective, a contract with industry ideally should provide work that is interesting scientifically, will give rise to applied or fundamental research, that the company will help with some of the overhead, and the results will be publishable.

Before signing a contract, it is often difficult to know exactly what is and what is not a good agreement with industry, he said. The dangers involved lie in signing up with a company that at first seems objective, but then ends up trying to run the way research is done.

He said that good contracts are those which appreciate the R&D needs of a university. He also said that although his work benefits from industry contracts, he is still concerned about the



Hans Kunov wears his Peripheral Visual Lipreading Aid glasses. These "glasses for the deaf" process sounds picked up by a microphone and turn them into light. The light-emitting diodes are mounted inconspicuously in the frame of the glasses.

possible dangers of university research going too far in that direction.

The question of intellectual property and who will benefit from it will be one of the many things still to be sorted out as the \$1.3 billion begins to get distrib-

uted. Connell recommends that the government not try to secure for itself intellectual property from the centres of excellence. "Intellectual property rights should remain close to the inventors themselves," he said.

## UTSA, administration disagree over bargaining unit numbers

by Sandra Sarner

An update on application for union certification and preparation for the process of collective bargaining were discussed at a Jan. 20 information meeting held by the University of Toronto Staff Association on the St. George campus. The meeting drew about 80 staff members.

The Canadian Union of Public Employees applied on behalf of UTSA to the Labour Relations Board Dec. 8 for a pre-hearing vote on union certification. As required by the board, the University administration has provided UTSA with a list of all employees indicating those they consider eligible for union membership. The administration's bargaining unit description, also required by the board, will be available by today.

The list provided by the administration indicates that there are about 2,300 employees that both UTSA and the administration agree would be eligible for inclusion in a bargaining unit, said David Askew, president of UTSA. There are almost 1,000 employees that UTSA wants in but the administration wants to exclude. The board will attempt to reduce substantially the discrepancy in numbers before setting a date for the vote, said Askew. The vote should occur about one month after the board determines a reasonable resolution of the differences although the complete and final determination of the bargaining unit may not occur until after the vote. To win certification, more than 50 percent of those who vote must indicate support for CUPE.

The bargaining unit description UTSA wants is essentially the same as the current composition of UTSA, said Askew. This would include all U of T employees, including casuals, except those excluded by the Labour Relations Act, such as management and those handling information confidential to university labour relations issues. UTSA estimates approximately 3,150 employees will make up the unit. "We want the largest and strongest possible bargaining unit so we have to be patient," Askew said.

In the meantime, work can start on the proposed first collective agreement, said Rase Marie Harrop, UTSA vice-president, salary and benefits. "The first contract is very important since it establishes the language that defines the relationship between the administration and union members." It is important to begin this process now, she added, since even if unionization is not achieved, UTSA will need input and involvement of members for the annual salary and benefits discussions with the administration.

Staff members at the meeting indicated concerns over a broad range of issues, including job security, day-care, air quality and pay equity. All items related to wages, benefits and working conditions are negotiable in a collective agreement, said Harrop.

Merit pay was one item of interest. "Surveys indicate staff want cost-of-living," Harrop said, "but there is less support for merit." Performance

reviews were also discussed. "The new performance appraisal system should not be in use," she pointed out, "since it had not been approved before we applied for a pre-hearing vote." According to labour law, all terms and conditions of employment are frozen once an application for certification is made.

The question of what would happen to those staff members not represented by the union was also raised. Bob Toop of CUPE said, "I have never ever come across an employer who gives management less than unionized employees." Those not in the union, added Askew, can form their own association, as they have at York.

Similar meetings were held at Scarborough College Jan. 21 and Erindale College Jan. 22. A fourth meeting is scheduled at the Institute for Aerospace Studies for Tuesday, Jan. 26. This meeting will also be for staff of the University of Toronto Press at Downsview.

## Group works on reform of unicameralism

The recently established working group on University governance hopes to present a detailed proposal for the reform of unicameralism to the April meeting of Governing Council. A draft proposal should be ready for circulation in March.

The members of the working group are: Council chair St. Clair Balfour; President George Connell; Dean Roger Beck of Erindale, teaching staff; Brian Birchell, full-time undergraduate student; Kendall Cork, government appointee; Dorothy Hellebust, alumna; Professor James McConea, president of St. Michael's; Karen Pearson, graduate student; Joan Randall, vice-chair of Governing Council; Professor Peter Silex, political science; Joanne Uyede, alumna; and Professor Mike Uzumeri, teaching staff. Provost Joan Foley will serve as the president's alternate and part-time undergraduate Terry

Johnston as student alternate. David Meen, president of McKinsey and Co., management consultants, has been hired to work with the group, which will meet weekly in January and February. Governing Council secretary Jack Dimond and assistant secretary Irene Birrell will provide staff support.

The working group will develop a detailed proposal for reform of the unicameral structure based on a nine-point plan approved in principle Dec. 3. The plan calls for the merger of the Academic Affairs and Planning & Resources Committees to form a new Academic Board. The Business Affairs Committee and the Committee on Campus & Community Affairs will also play a greater role in policy formation. Governing Council will retain decision-making authority under the University of Toronto Act, 1971.

## Lynos Memorial Scholarship

An entrance scholarship to the Faculty of Dentistry has been established in memory of Tom Lynos, a student who died Dec. 28, 1987, after a long struggle with cancer.

Born in Toronto in 1962, Lynos received his BSc from New College in 1985. Lynos was a "likeable, hardworking, conscientious student," says John Mayhail, a professor in dentistry.

The scholarship, to be awarded to an outstanding registering student, has been established by Lynos' classmates in the class of 1988. Contributions to the Tom Lynos Memorial Scholarship fund may be made in care of the faculty, attention Ms. A. Pereira.



# Gilmore entertains, instructs during talk on colds

by Sandy Rideout

Facing a crowd at Convocation Hall would be an intimidating prospect for some, but for Professor Barney Gilmore it's all in a normal day's work. He regularly delivers lectures on introductory psychology to a full house of students.

But Gilmore is "no commonplace professor," as Provost Joan Foley remarked when she introduced his Jan. 19 evening lecture in Convocation Hall, part of UC Symposium 10, Mythologies and the Myths We Live By. In the fall, he was named Canadian professor of the year by the Washington-based Council for the Advancement and Support of Education.

However, the colleagues and former

students gathered to honour Gilmore were eager to hear about his research on a subject which concerns everyone: the common cold.

"Don't stand in a draft — you'll come down with something." "You're not getting enough sleep — you'll catch cold." "You worry too much — do you want to get sick?" Sound familiar? Most mothers' warnings are based on myths about how colds are picked up. Gilmore defines myths as explanations of phenomena which are so satisfying that the truth pales in comparison, and "a good myth, like a bad cold, is highly infectious."

Each year, 100 students have volunteered to keep detailed records of their health, psychological state and environment so that Gilmore can study how these factors interact to produce infection. While his data from 1986 and 1987 have yet to be analyzed, his research seems likely to lay a myth or two to rest, while validating others. He's discovered, for instance, that a lack of sleep does not seem to increase the likelihood of catching a cold.

However, preliminary results from the first two years of the four-year study show that exposure to climatic changes or fluctuations in stress levels may well make one susceptible to colds. Gilmore found that a temperature drop four or five days before the onset of cold symptoms is not unusual. Since colds have an incubation period of about 48 hours, this suggests that the temperature drop increases the chances of being infected when a virus is encountered two days later.

"The timing is not as the myths told us," he said.

Rapid changes in levels of stress appear to have the same effect. However, it's not necessarily an *increase* in stress that's to blame. Sometimes a vacation — and hence a reduction in psychological discomfort — can increase susceptibility. To complicate matters further, even after a virus has been contracted, one-third of colds remain "sub-

clinical" or never produce symptoms.

Obviously it's not a simple equation, and Gilmore is guarded about the success of his study: "I took quite a gamble. I didn't lose my gamble — but I didn't win it either."

Nobody can win against the common cold, but judging by the enthusiastic response when Foley presented him with his CASE award, the audience obviously considered him a winner.

## Council discusses divestment

Continued from Page 1

In consequence, whatever we do has wide symbolic significance. Whether we vote to divest or not to divest. Whether we like it or not, and many of us do not, there is just no realistic, credible third position."

Professor Archie Thornton, the author of a recent report on the divestment issue commissioned by the president, began the discussion with an appeal for reason and restraint by observing that the resolution to divest was "a piece of local parish business" and would not alter the situation in South Africa.

"To say that is in no way to reduce its importance, but it does emphasize its scale. What we have to do is make a decision we can live with and this decision should be, as far as we can judge it, right.... Let us see what we can do about this today in a decent and reasonable way."

### Selective divestment

After thanking Thornton for his report, Connell told Council that he was critical of some aspects of it. The report did not provide a careful enough analysis of the policy of selective divestment or do justice to those who have endorsed such an approach, the president said.

Regarding the divestment motion itself, Connell said he did not think the University should "commit itself to a course of action the intention of which is to bring about social or political change in this country or indeed in any other country."

Such a course of action would be a signal to special interest groups in and outside the University that the University and Council can be used as an instrument of social and economic power to further a specific goal.

"The cause may be, as I judge it to be, of the very essence of human rights and one for which the end, if not the means, has the sympathy of virtually all members of this community and Canadian society at large, but there are among us, as we know, individuals who are just as strongly committed to other causes — of the Afghans, the Tamils of Sri Lanka, the contras or perhaps the Sandinistas of Nicaragua, the Arabs of the Gaza strip.

"There are actions a university can take and should take in the case of South Africa. We have taken special initiatives to bring South African blacks to this university, and we now in fact have one in our midst. I have protested on your behalf the recent infringements of academic freedom in the South African universities by writing to the South African ambassador.

"It is disturbing to me that so many of our faculty and students are now urging this council to take on a role as the arbiters of truth and justice which if continued and extended could intrude seriously upon the freedom of the academic domain."

Speaking on behalf of the African and Caribbean Students Association and the Anti-apartheid Network, student Mark Warner urged adoption of the resolution. Divestment and disengagement have the support of most black South

Africans, Warner said, and the University must live up to its responsibility as a "custodian of common values" by acting in accordance with widely-held anti-racist principles.

### Encourage investment

Government appointee Kendall Cork opposed complete divestment. "The most loving conclusion, with the most compassion for everyone in South Africa, is not to divest across the board," Cork said. "Rather it is to encourage the maximum of relationships of South Africa with the rest of the world by encouraging investment there by companies who live up to proper standards."

Professor William Francombe called the policy on selective divestment "fair and sensible." Helping to isolate South Africa by endorsing complete divestment would only aggravate conditions there.

Government appointee Robert McCavin said that by holding shares in companies that do business in South Africa the University is able to check their behaviour against the Canadian code of conduct. "I hate giving away opportunity to do something, so I can't support the motion."

Administrative staff representative Michael Jackel said endorsing complete divestment does not mean the Governing Council will be required to deal with "every political issue that comes along."

Professor Bernhard Cinader said he would support the divestment motion and hoped the University would soon address some pressing domestic issues. "I think we have an internal agenda which has to do with the accessibility of this university to our native students and we need to get to this."

Government appointee Annamarie Castrilli also endorsed the motion. She said complete divestment would have a greater impact than urging companies in which the University holds shares to abide by the Canadian code of conduct.

Alumnus Miller Alloway said the greater good of the University would be served by putting the issue of divestment to rest. "The greater good is consideration of the strategic and important issues — tremendously important issues — which in my opinion are suffering from the distraction caused by this serious campus debate."

## New general manager for bookstores

John D. Watson has been appointed general manager of the University of Toronto bookstores. He has considerable experience in senior retail management stretching over a period of more than 20 years. During most of his career, he has had a variety of positions at Simpson's Ltd., where he began in 1965 as a buyer. His most recent position was as regional sales manager in which he was responsible for the seven Simpson's stores in Ontario outside of Toronto.

## Division renamed

Governing Council has approved a name change for the Division of Institutional Relations. Effective immediately, it will be called the Division of Development & University Relations.

The name change, made at Vice-President Gordon Cressy's request, emphasizes the important role of fundraising, commonly referred to as development, President George Connell told the Jan. 21 Council meeting. "University relations" emphasizes community relations inside and outside the institution.

## IN MEMORIAM

George Fraser McCracken, associate professor, Department of Health Administration, Faculty of Medicine, died Dec. 9, 1987.

Born in Rosneath, Scotland, he came to Canada at an early age. During World War II, he served in the Royal Canadian Navy on anti-submarine duty in the North Atlantic. He received his BA from U of T in 1948.

After gaining experience in accounting and auditing, he was hired as comptroller at Queensway General Hospital, Toronto, where the field of health administration became the focus of his career. In 1957, he received a diploma in hospital administration from U of T. He was

assistant director and subsequently acting executive director of the Canadian Hospital Association at a time of great development following the passage of the Hospital Insurance and Diagnostic Services Act of 1958. He contributed to and edited the Canadian Hospital Accounting Manual which standardized accounting in

Canadian hospitals.

In 1967 he joined the faculty of the Department of Health Administration and taught courses in accounting, financial management and administrative practices. He served on several departmental committees and on the council of the U of T Faculty Association.

Sergeant John Maherty, Protective Services Division of the Physical Plant Department, died Dec. 25, 1987, in his 64th year.

Born in Ireland, he served on the Dublin and Bermuda police forces before coming

to Toronto. He served 24 years with the U of T police force as a constable and investigator and held the rank of sergeant at the time of his death. He had been on long-term disability for eight months.

## Recommended dining

**Masa** 日本料理  
dining lounge  
Authentic Japanese  
cuisine & decor

195 Richmond St. W.  
(within walking distance of all Downtown Hotels)  
Phone 977-9519

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs — the service is efficient and polite no matter which you choose. Five course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, Chgx. ★★★★★

Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Closed Sunday.



At the forum on education last week, an engineering student told Lyn McLeod, minister of colleges and universities, a sad tale of underfunding. Seems that a piece of equipment used to teach engineering broke down and the manufacturer was asked to fix it. Instead of fixing it he requested it for the firm's museum.

\* \* \*

The DEEDS project (Documents of Essex, England Data Set) advertised in the Jan. 11 *Bulletin* for housewives with classics degrees. To find out whether this gesture was a good deed, a consciousness-raising effort or what, we dialled extension 4882 and got Gillian Long, who joined the project as a researcher last year after 16 years in the kitchen. She told us that Michael Gervers, the director of the project, has a job-development grant from the federal government. The government wants to bring people back into the work force who have been out of it and to give them skills and knowledge that can be transferred to other jobs. So when Gervers says, "Get me a list of all the tailors who lived in Essex in the 12th century," he may in some quarters be thought of as providing training for direct mail advertising.

\* \* \*

This year there are more visiting experts in residence at University College than ever before. The college has a visitor in Canadian culture (Robert Fulford), a playwright in residence (Stefan Schutz), a director in residence (Uta Birnbaum) and, as of this month, a trade unionist in residence. The trade unionist is Sam Gindin, chief researcher and assistant to Bob White, president of the Canadian Auto Workers. The idea is to introduce to the college people who are actively doing things that are studied there. Artists seem a better bet than politicians: the college has twice had a politician in residence, but neither was able to spend much time there.

The visitors see students, visit classes and oblige various members of the University who ask for their special services — Fulford, for example, will be judging the short story competition sponsored by Hart House and meeting with the editors of undergraduate creative writing journals. The editor in him prompted him earlier this month to point out to a campus newspaper that "irregardless" is not a word.

\* \* \*

Another expert on words is former *Bulletin* reporter Arthur Kaptainis, now music critic of the *Montreal Gazette*. He will be writing a trivia column for the paper's Sunday edition, which is to be launched next month. Anyone wondering about the distinctions between tartan and plaid; moron, cretin, imbecile and idiot; frog and toad; pig, hog and boar; or mist and fog should subscribe immediately.

\* \* \*

Something that morons, cretins, imbeciles, idiots, frogs, toads, pigs, hogs and hoars have in common with the rest of us is that they can use their facial muscles to smile, frown and glower. Richard Landon, head of the Thomas Fisher Rare Book Library, learned that from a set of bound proof sheets of Charles Darwin's *Expressions of Emotions in Man and Animals* (1872).

Landon's own facial muscles got quite a lot of exercise when he came upon the opportunity to add to the library's substantial Darwin collection

the heavily annotated set of proofs. He used some "fleeting opportunities" money from SSHRC and approached the Friends of the Fisher Library for donations. To his amazement, the campaign has in little more than a month produced about \$9,000.

"It was really kind of an experiment to see how they would respond," said Landon. "I told them we'd bought this and it was wonderful and asked whether they could get excited about it. They did."

\* \* \*

More news from the library: the reference department at Robarts now has a commercial data base (in English) prepared for the Japanese financial community by the *Japan Economic Journal*. Put a word in and the computer will tell you how many times it occurs in the data base, and where. Anyone who wants business statistics or even general news items on Japan would be wise to try this source first, as for the time being it's free, thanks to the NEC corporation. Other searches of this kind cost up to \$2 a minute.

\* \* \*

Tim McGee of the Faculty of Music took a quick course in business during his last sabbatical. Before he left, he bought a Volkswagen Jetta for the proverbial song, i.e., not much more than half the retail price. The saving was on tax and shipping, since he was going to pick it up at the factory in Germany and use it for a year before bringing it into Canada. A time-honoured procedure among academics.

But he found the limits on export registration tighter than they have been. The limit in Germany is now 12 months, and in France and Italy it's one month. That is to say, to get back the tax that he'd paid on the car in Germany, he had to apply within 12 months, but to avoid paying tax in Canada, he had to be away for longer than 12 months. His adventures, recounted at length in the December *CAUT Bulletin*, cost him a bundle for a Swiss lawyer and US registration so that he could export the car.

\* \* \*

Joan Foley, vice-president and provost and a veteran of many meetings, thought this poem from the University of California at Berkeley might have some admirers here:

## Committee ditty

Oh give me your pity!  
I'm on a committee,  
Which means that from morning to night

We attend and amend  
And contend and defend  
Without a conclusion in sight.

We confer and concur,  
We defer and demur,  
And reiterate all of our thoughts.

We revise the agenda  
With frequent addenda  
And consider a load of reports.

We compose and propose,  
We suppose and oppose,  
And the points of procedure are fun.

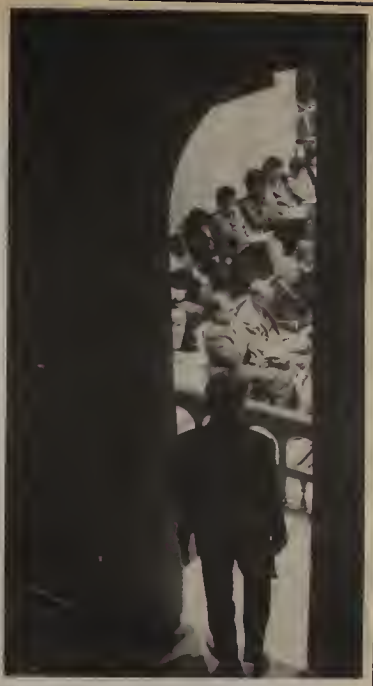
But though various notions  
Are brought up as motions,  
There's terribly little gets done.

We resolve and absolve,  
But we never dissolve,  
Since it's out of the question for us

To bring our committee  
To end like this ditty,  
Which stops with a period — thus,

## A room with lots of views

Room 179 at University College was host to a variety of speakers last week during Symposium 10, *Mythologies and the Myths We Live By*. Speakers included Robert Fulford, Margaret Visser, Stephen Lewis, Jay Ingram and P.K. Page. The topics were equally diverse, ranging from the myth that scientists solve problems to a discussion of table manners to a talk on the way American popular films mythologize violence.



PETER LEONG

## Bloom draws lively response

by Patrick Donohue

Like an Old Testament prophet, controversial author Allan Bloom enthralled a nearly full house at Convocation Hall Jan. 21 with his celebrated harangue on the dire state of liberal arts education.

But unlike most prophets of doom and gloom, he enlivened his message with generous amounts of humour. Referring to the fact that his *The Closing of the American Mind* was knocked out of first place on the best-seller lists by *Spycatcher*, a book that had been banned by British Prime Minister Margaret Thatcher, Bloom lamented his unsuccessful attempt to have the Pope put *Closing* on the Index of forbidden books.

In a more serious vein, Bloom said that U of T, where he taught political science from 1970 to 1978, has struggled harder than any university he knows to preserve the quality of education in difficult financial times. Like other world-class universities, however, U of T is having trouble defining what a liberal arts education should be, he said.

Bloom, now a professor at the University of Chicago, said a liberal arts education must address the question "How ought I to live?" or "What is the good life?" Unfortunately, however, the democratic instincts of our society have blurred the distinctions between good and bad, leading to relativism.

"Relativism is deadly to higher education." If history, philosophy, sociology and anthropology cannot teach students what is right or wrong, we can only despair of education, he said.

In response to *Closing*, some educators have called for more emphasis on "values" in school curricula while others are warning that Bloom's emphasis on "absolutes" is dangerous. But he's proposing neither "absolutes" nor the trendy "values" courses which are sometimes substituted for genuine ethics, Bloom said. Courses that describe the values of others but do not pronounce judgement on them are of no help in education, he believes. "Values," stemming from relativism, cannot be shown to be true or false and have no status beyond the cultures in which they're found. "We have reached a turning point in history when the language

of good and evil has been replaced by the language of values."

That doesn't mean Bloom is insisting on "absolutes" though. What he wants to see is a theoretical approach to the study of right and wrong rather than a cafeteria-style sampling of diverse philosophies without any ranking of their relative merit. "Democracy has put the theoretical life in a bad light."

Bloom labelled the "rising flood" of criticism accusing him of elitism as a "bum rap." He said he's a populist who believes in access for everyone to works of high quality. His recent book focuses on activities in the major universities, however, because it is their mandate to encourage intellectual superiority.

In Bloom's view the best way to find out what is good is the study of "wise, old books." A scholar whose books have included studies of Rousseau, Plato and Shakespeare, Bloom pointed out that Socrates' happiness resulted from his determination to find out what is good.

Bloom vigorously defended his preference for the classics because a certain "sifting" over time has shown their value. This distinction in the quality of books is objective, not subjective, he insisted. "You can't expect me to say every author is as good as the other." While some contemporary authors may be "estimable," there is a danger of being overwhelmed by current trends. Universities should introduce students to works that would not otherwise be encountered. "You don't have to go to college to read *Doonesbury*."

The tremendous public reaction to *Closing* shows that "ordinary folks" still have a respect for higher learning because they sense that it determines the kind of people we are, he said. People everywhere are still hoping for a "reanimation" of education.

In a question period, several people took Bloom to task for his perceived elitism. But the audience as a whole responded enthusiastically to his denunciation of universities. Following the lecture he was besieged with students wanting him to autograph their copies of *Closing*.

The lecture was co-sponsored by Woodsworth College and the Snider Bequest in the Faculty of Arts & Science.



## RESEARCH NEWS

For further information and application forms for the following agencies, please contact ORA at 978-2163.

### Canadian Foundation for Ileitis & Colitis

The foundation offers grants of up to \$40,000 to support research on intestinal structure and function relative to inflammatory bowel disease. Investigators in facilities other than the health sciences may apply if the proposed research is directly relevant to the objectives and eligibility conditions of the foundation.

Support is also offered for summer student scholarships for research in gastroenterology. Awards will be for three months and candidates are expected to work full-time on their research projects.

Further details and application forms may be obtained from either the research office of the Faculty of Medicine or ORA. Deadline is March 1.

### Environment Canada — Canadian Wildlife Service

Under the university research support fund for 1988-89, financial assistance is provided to registered graduate students for research in the field of wildlife biology. The proposed project may deal with wildlife species, communities or habitats or the socio-economic aspects of wildlife. Projects dealing with fishery resources are excluded.

The applicant, a professor at a Canadian university, should be the principal supervisor of a student who is a Canadian citizen or landed immigrant registered for post-graduate work and assigned to the proposed project. The research must be done in Canada.

Financial support in any year will not exceed \$2,500. Please note that overhead should be included in the budget at the Canadian federal government rate. Deadline is February 15.

### Fight for Sight Inc.

Awards are offered for grants-in-aid, post-doctoral research fellowships and student fellowships for the study of the eye, both normal and pathological. Applications for support outside the US will be considered in those instances where unusual opportunities for

research exist, or where the application is found to be unique in concept.

Special instructions for each program application may be obtained from either the research office of the Faculty of Medicine or ORA. Deadline is March 1.

### Health & Welfare Canada — Social Service Programs Branch

Application forms for project contributions under the national welfare grants directorate have been revised and reissued. Investigators are advised to use these new forms — NHW-SNBS 738 (6-87) — beginning with the February 1 competition deadline.

The agency signature requirement for authorized organization official is obtained from ORA. All other University signature requirements may be affixed to the ORA 5 form attachment.

### Natural Sciences & Engineering Research Council

Investigators are advised that applications for access to supercomputer time will be accepted from researchers whose fields are outside those normally supported by NSERC. Further details and application forms are available from ORA. Deadline for the next competition is February 1.

### Ontario Ministry of Transportation & Communications

Submissions are invited for the following projects to be funded under contract for the government fiscal year 1988-89.

87123 Falling weight deflectometer.  
88010 Laboratory screening tests to optimize new grout mixture.

88016 Cheaper CMA (calcium magnesium acetate).

88017 Review of current MTO truck climbing lane criteria.

88025 Exploring coupling agents to reduce stripping.

88047 Potential of ceramics as highway construction materials.

88048 Effect of changes in composition on asphalt rheology.

88049 Encapsulated salt for de-icing.

88053 Silt fences and barriers to control sediment movement.

88054 Damage in concrete structures from reactive aggregate.

88055 Cathodic protection criteria for steel in concrete.

88056 Corrosion inhibitors for use in new concrete construction.

88057 Hydrogen evolution — laboratory investigation.

Detailed requirements for each of the listed projects and MTC proposals

guidelines are available from ORA. Deadline for receipt of proposals at the ministry is February 15.

### University Research Incentive Fund

The Ministry of Colleges & Universities URIF encourages universities and the private sector to enter into cooperative research ventures.

The program will match, dollar for dollar, eligible investments by the private sector in university-based contract research.

Interested researchers are encouraged to contact ORA (978-2163) in advance to discuss agreements with the corporate partner.

Detailed information and applications forms may be obtained from ORA.

Deadline date at the ministry is February 29. Internal deadline at ORA is February 22.

### Upcoming Deadline Dates

Addiction Research Foundation — personnel awards: January 30 cancelled.

Alcoholic Beverage Medical Research Foundation — research grants: February 1.

American Council of Learned Societies (American citizens or permanent residents only) — travel grants to international meetings (July-Oct.): March 1.

Amyotrophic Lateral Sclerosis Society of Canada — research grants: January 31.

Canadian Foundation for Ileitis & Colitis — summer scholarships; research grants: March 1.

Canadian Paraplegic Association (Ontario Division) — research grants: February 15.

Canadian Psychiatric Research Foundation — research grants; personal development: February 26.

Cancer Research Institute Inc. (US) — fellowships: February 1.

### Cancer Research Society Inc. (Canada) — fellowships: February 15.

Environment Canada, Canadian Wildlife Service — university research support fund: February 15.

Fight for Sight Inc. — grants-in-aid; fellowships: March 1.

Anna Fuller Fund — fellowships; project grants: February 1.

Health & Welfare Canada — National Welfare Grants — human resources development; national voluntary agency projects; national welfare fellowships; demonstration projects: February 1.

NIHRDI — fellowships: February 15.

Hospital for Sick Children Foundation — fellowships; research grants: February 1.

Kidney Foundation of Canada — nephrology/urology awards: January 31;

### summer fellowships:

February 1.

Leukemia Research Fund — fellowships: February 1.

Ministry of Colleges & Universities — URIF — for Feb. 29 ministry deadline, internal deadline at ORA February 22.

Muscular Dystrophy Association (Canada) — fellowships: January 31.

National Cancer Institute of Canada — career appointments; Terry Fox research fellowships; research fellowships; Steve Fonyo studentships: February 1.

National Institutes of Health (US) — new research grants; new and competing continuation grants: February 1.

National Multiple Sclerosis Society (US) — fellowships; research grants: February 1.

NSERC — supercomputer applications: February 1.

### Ontario Ministry of the Environment — pesticide research program: January 29.

Ontario Ministry of Transportation & Communications — February 15.

Physiotherapy Foundation of Canada — scholarships: February 1.

Royal Bank Award — nominations: February 29.

SSBRC, Research Communications Division — aid to occasional scholarly conferences in Canada (July — Oct.): March 30.

U of T — research grants: February 1.

Humanities & Social Sciences Committee of the Research Board — grants-in-aid: February 1.

Life Sciences Committee of the Research Board — summer graduate and undergraduate research department applications: February 28.

## PERSONNEL NEWS

### Job Openings

Below is a partial list of job openings at the University. The complete list is on staff bulletin boards. To apply for a position, submit a written application to the Human Resources Department. (1) Sylvia Holland; (2) Steve Dyce; (3) Virginia Charakadun; (4) Christine Marchese; (5) Margaret Graham; (7) Sandra Winter; (8) Dagnar Mills; (9) Janice Draper; (10) Sheila Stoddart.

**Administrative Assistant I** (\$21,330 — 25,100 — 28,870) Pharmacology (7)

**Clerk Typist II** (\$16,190 — 19,050 — 21,910) Services to Disabled Persons, 50 percent full-time (10), International Student Centre, 50 percent full-time (10) (These positions can be filled as one full-time or two part-time.)

**Clerk Typist III** (\$17,670 — 20,750 — 23,910) Chemical Engineering & Applied Chemistry (3), Erindale (7), Scarborough (7), Banting & Best Medical Research, 67 percent full-time (7)

**Draftsman IV** (\$21,930 — 37,640 — 43,290) Physical Plant (1)

**Fire Prevention Officer** (\$28,790 — 33,870 — 38,950) Physical Plant (1)

**Laboratory Technician II** (\$21,330 — 25,100 — 28,870) Biochemistry (7)

**Professional Engineering Officer III** (\$41,670 — 49,020 — 56,370) Physical Plant, Erindale (7)

**Project Administrator** (\$39,430 — 46,290 — 53,350) Business Information Systems, two positions (3)

### Secretary I

(\$17,670 — 20,750 — 23,910) Clinical Science Division, Medicine (1)

### Secretary II

(\$19,270 — 22,670 — 26,070) Immunology (7), Electrical Engineering (9), Rehabilitation Medicine (1), Graduate Studies (10), Trinity (1), Labour Relations (1)

### Secretary III

(\$21,330 — 25,100 — 28,870) Rehabilitation Medicine (1), Research Office, Medicine (10)

### Senior Auditor

(\$37,460 — 44,070 — 50,680) Internal Audit (1)

**Technical Support Analyst** (\$25,970 — 30,550 — 35,730) Development & Alumni Information Services (6)

## Search committee

## Professor and chairman, microbiology

A search committee has been established to recommend a professor and chairman of the Department of Microbiology. Members are: Professor John H. Dirks, dean, Faculty of Medicine (*chairman*); Professor Keith

L. Moore, associate dean, basic sciences, Faculty of Medicine (*vice-chairman*); Professors Rose Sheinin, Mohamed A. Karmali and John L. Penner, Department of Microbiology; James L. Brunton, Departments of Medicine and Microbiology; Brian H. Barber and Keith J. Dorrington, Department of Immunology; Alan Bernstein, Departments of Medical Genetics and Medical Biophysics; Mary M. Fanning, Departments of Medicine, Microbiology and Immunology; Kenneth H. Shumak, Departments of Medicine, Pathology and Immunology; and Anthony H. Melcher, associate dean, Division IV, School of Graduate Studies.

The committee would welcome any comments or suggestions regarding this appointment. These may be communicated, preferably in writing, to the chairman or to any member of the committee.

## Provostial advisory committee

## Copyright legislation

A committee has been established to advise the provost on the proposed federal government copyright legislation (Bill C-61 and another bill yet to come). Members are: Professor J.W. Browne, Innis College (*chair*); Professors H.N. Janisch, Faculty of Law; W.L. Rolph, Department of Spanish & Portuguese and Cinema Studies; P.H. Russell, Department of Political Science; and Anne Lancashire, vice-provost; and Carole Moore, chief librarian; Liz Avison, Audiovisual Library. While Professor Rolph is on leave, January-June, Professor C.D.E. Tolton, Department of French and Cinema Studies, will serve.

Members of the committee welcome comments and suggestions from all members of the University.

The University of Toronto  
Department of Political Science  
presents

The John M. Olin Lecture  
in American Political Culture

## Federalism and American Corporate Law

Roberta Romano  
Professor of Law  
Yale Law School

Tuesday, February 2 4 p.m.  
Council Chamber, Alumni Hall  
St. Michael's College

The IDLER  
PUB

Where people  
who write, meet.

255 Davenport (near Avenue)  
TORONTO • Tel. 962-0195



# BOOKS BY UNIVERSITY OF TORONTO STAFF

**January**  
**Democracy in Kingston: A Social Movement in Urban Politics, 1965-1970**, by Richard Harris (McGill-Queen's University Press; xviii, 206 pages; \$29.95). A reform movement for democratic social change in Kingston emerged in 1965, developed steadily over five years, and then rapidly disintegrated. This movement is analyzed in relation to the broader context of reform in North America.

**"The Name of the Chamber Was Peace"**, edited by Janis Alton, Eric Fawcett\* and L. Terrell Gardner\* (Science for Peace; 172 pages; \$10). The essays in this volume, with one exception, were public lectures in the recent Science for Peace series held at University College.

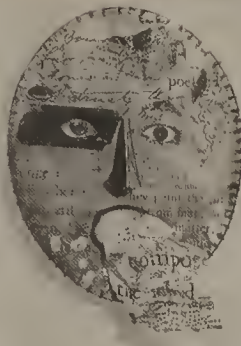
**The Dissolution of Dissent, 1850-1918**, by Mark D. Johnson (Garland Publishing, New York and London; 345 pages; \$55 US). A study in Victorian social and religious history that examines factors contributing to the weakening of English Nonconformity during the latter part of the 19th century. Attention is given to the experience of Nonconformists at Oxford and Cambridge after 1870 and to the establishment and history of Mansfield College, Oxford.

**December**  
**So To Speak: Interviews with Contemporary Canadian Writers**, edited by Peter O'Brien (Vehicule Press; 312 pages; \$13.95). A collection of 11 interviews with Canadian poets and novelists including Margaret Atwood, Nicole Brossard, Leon Rooke and Josef Skvorecky.

**Bushworkers and Bosses: Logging in Northern Ontario 1900-1980**, by Ian Radforth (University of Toronto Press; x, 366 pages; \$42.50 cloth, \$17.95 paper). This study of the northern Ontario logging industry charts the course of its transition and the response of its workers to changes. There are 21 pages of photographs.

**Ariosto and Boiardo: The Origins of "Orlando Furioso"**, by Peter V. Marinelli (University of Missouri Press; 247 pages; \$31 US). Ludovico Ariosto's *Orlando Furioso*, the first of the vernacular epics of the Renaissance, has long been considered a literary landmark. In interpreting the influence of Boiardo's *Orlando Innamorato* on Ariosto's *Orlando Furioso*, the author examines why the nature of that significant relationship came to be neglected in critical analysis and details the consequences of that neglect for the understanding of Ariosto's artistic contribution.

**Languages in Competition: Dominance, Diversity and Decline**, by Ronald Wardhaugh (Oxford University Press; 304 pages; \$68.95 cloth, \$24.95 paper). This book examines the question of why some languages flourish well beyond their own native borders, while others lie under threat of decline or



So To Speak: Interviews with Contemporary Canadian Writers edited by Bulletin editor Peter O'Brien was published in December.

extinction. The author explores the historical and political importance of language and in particular tracks the ways in which English and French have contested for preeminence in the cultures of their colonized territories and spheres of activity in the modern world.

**Notebook of Stone: From the Tibetan Plateau and Berlin**, by Vivian Darroch-Lozowski (Penumbra Press; 71 pages; \$9.95). This book, illustrated with photographs, continues a dialogue between the author and landscape/culture/language.

*U of T staff are indicated by an asterisk when there is multiple authorship or editorship which includes non-U of T staff.*

## PURCHASING

Welcome to 1988. We hope you will have a good and prosperous year.

Blanket Order Turnaround documents will be available in early March, so be ready for them.

Over 65% of all requisitions are now being processed on line, and there is a steady increase in departments coming on line for the Purchasing/Accounts Payable System. If you wish to be on line, please call 978-2353 for information.

## CUSTOMS/TRAFFIC

**Parcel Post:** This is to remind all University staff that when they receive a package by Parcel Post bearing a bright yellow Canada Customs notice it is important that the documents and forms (form E14-2) inside the envelope are removed and sent to our Customs office immediately so that a Customs Entry form can be prepared.

Someone at the University has not done so and we have been notified by Customs that parcel release service has been suspended for the whole University until the outstanding account has been paid in full.

For further information regarding this procedure, please call our office, 978-2266.

**Courier Services:** Appropriation numbers must be written on all courier bills when using courier services. Also, to benefit from lower charges, the name University of Toronto is to appear as the first line, and not the department or person's name.

Please use pre-printed bills which will be available from the driver.

**Commodity Descriptions:** Beginning January 1, 1988, Canada Customs began implementation of the New Canada Customs Harmonized System coding of commodities.

Everyone is reminded that it is of **UTMOST IMPORTANCE** that all requisitions, purchase orders, and supplier invoices show detailed description of all goods, i.e., sizes, parts for (name the equipment), material composition, etc. Otherwise, goods will be delayed in clearing Customs and duties might be paid on possibly duty-free goods.

Some goods will be dutiable regardless of end use (teaching or research) if there is no duty-free provision for the goods in the Customs Tariff.

**AVAILABILITY REQUIREMENTS FOR MACHINERY AND EQUIPMENT: DUTY** at 9.2% will apply on all University purchases of Machinery and Equipment for teaching and research if the goods are considered to be from Canadian production.

Goods are considered to be available from production in Canada if at least one manufacturer has proven capability to manufacture goods which, insofar as their range of physical qualities, operational characteristics and efficiency are concerned, are reasonably equivalent to the goods for which relief is sought. Proven capability may be deemed as existing if:

- a) a manufacturer has, within his normal operational framework, the full range of technical and physical capabilities necessary for production in Canada of machinery and equipment reasonably equivalent to the relevant machinery and equipment; and
  - b) a Canadian manufacturer has so produced machinery and equipment as to demonstrate a production competence reasonably equivalent to that required to produce the relevant machinery and equipment.
- c) for special end-user requirements (i.e., when machinery and equipment normally available from Canadian production are proven not to meet a bona fide requirement of the user).
- Applicants must substantiate their claim that Canadian manufacturers are unable to meet the end-use requirements. Documentation, including copies of letters and requests for quotations pertinent to the goods, must be enclosed with the application for Remission of Duty.

It is to the applicant's advantage to apply in advance of the anticipated importation of machinery or equipment since an approved application will provide what is in effect duty-free entry of the goods.

**NOTE:** A minimum of 90 days is required to process an application and additions to approved applications will not be considered.

## TRAVEL PROGRAM

The preferred agencies are as near as your phone, and will be glad to assist you with your travel needs. Did you know that the preferred agencies have special programs to reduce costs of airfare, hotel and auto rentals?

The University Travel Card is an ideal method of accounting for business travel. If you do not have a card, please call 978-2354 to receive an application form.

## EQUIPMENT

The "Equipment Exchange" is a service co-ordinated by the Purchasing Department to facilitate the recycling of surplus equipment within the University.

**PLEASE NOTE:** Equipment moved from research to administration or sold outside the University is subject to tax and duty. Contact Customs, commodity taxation section if unsure.

Description	Qty	Model	Age	Fair Mkt Value	Contact
Liquid Nitrogen Pumps	2		1965	1,000 or b.o.	Joe Lewin 978-5219
Helium Liquifier	1		1965	"	"
Storage Vessel	1	A.D. Little	"	10,000 or b.o.	"
Helium Compressor	1	Kellogg	"	"	"
Gas Holder	1	A.D. Little	"	"	"
Cold Room	1	Curtis	1968	Best Offer	"
Vacuum Pump, Kinney	2	KDH 250	1965	"	"
Vacuum Pump, Kinney	1	12-8-14	1965	"	"
Vertical Mill	1	Komnarus	1974	1,000	"
Engine Lathe, 16"	1	Leblond	1965	500	"
Shear	1	Dr-Acro	1972	200	"
Hor. Band Saw	1	Do-All	1982	900	"
Engine Lathe, 16"	1	Standard	1966	1,000	"
Vertical Mill	1	Eliot		500	"
Universal Mill	1	Lagun ML3	1967	3,000	"
Hor. Band Saw, 9"	1	Wells	1965	500	"
Scientific Work Station	3	Hew-Pack		6,000 ea	P. Kern 978-4488
Graphics Printer	2	Hew-Pack		400 ea	"
Graphics Plotter	1	Digital		100	"
Microprocessor Development Syst.	1	EXDR MAC 68000	1982	5,000+	A. Heron 978-6323
Volkswagen	1	Rabbit	1980	2,000	G.A.Kerner 978-8769
414 Mb Disk Drive	1	M-9751		7,500	Y. Kim 978-3037
Colitator	1	8 Station		15 or b.o.	I. Hafler 978-2577
Acoustic Computer Cover	1	Trigid	1980	Best offer	"
Welding Tables, Exhaust Hoods	8	R.F. Mole		323 ea.	Mr. Mitchell 978-3214
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Geared Head Lathe 12" x 32" B.C.	1	Grazano		837	"
Geared Head Lathe 17" x 32" B.C.	1	Leblond		858	"
Wood Lathe 14" x 36" B.C.	1	General		100	"

## Review committee

## University ombudsman

A committee has been established to review the operations of the Office of the Ombudsman and to make a recommendation concerning an appointee to the position of ombudsman from July 1, 1988. The present ombudsman, Liz Hoffman, is eligible for reappointment. Members are: Julia Ryan, government appointee, Governing Council (chair); Professor Eleanor Cook, associate dean, humanities, Faculty of Arts & Science; Peter Lin, full-time undergraduate student, Governing Council; Gail Murray, administrative staff, Department of History; Carol Nash, president, Graduate Students' Union; Darlene Robinson, Association of Part-time Undergraduate Students; and Professor Henry Rogers, Department of Linguistics.

The committee welcomes any communications or recommendations concerning this appointment or the operations of the office. These may be directed to the chair of the committee, c/o Governing Council Secretariat, room 106, Simcoe Hall, or to any member of the committee. Comments should be received by February 24.



# Events

## LECTURES

### Problems in Canadian Economic Policy.

*Monday, January 25*  
E.P. Neufeld, The Royal Bank of Canada; C. Malin Harding visitor in Economics and Political Science, 3050 Sidney Smith Hall. 4 p.m.

### The Impact of Technology on the Delivery of a Bank's Products and Services.

*Tuesday, January 26*  
Cathie Irwin, Bank of Montreal; brown bag lunch lecture, 7th floor sta lounge, Claude T. Byssell Building. 12 noon.  
(Management and Cooperative on Information Technology)

### The Politics and Economics of International Debt.

*Wednesday, January 27*  
E.P. Neufeld, The Royal Bank of Canada; C. Malin Harding visitor in Economics and Political Science, Solarium, Falconer Hall, Faculty of Law. 4 p.m.

### Balancing the Bomb — or Changing the News Reports?

*Wednesday, January 27*  
Prof. Peter A. Bruck, Carleton University; lectures in Peace Studies, 179 University College. 8 p.m.  
(Science for Peace, UC Alumni, Department of External Affairs and Canadian Institute for International Peace & Security)

### The Regional Forest Management Program.

*Thursday, January 28*  
Edward Borczon, Ministry of Natural Resources; R.M. Dixon memorial series, Forest Management and the Accountability of the Professional Forester. Fourth floor lounge, Faculty of Forestry. 12 noon.  
(Forestry and Ministry of Natural Resources)

### Canadian Culture and Education: To Know Ourselves.

*Thursday, January 28*  
Prof. T.H.B. Symons, Trent University, Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 5 p.m.  
(Forum on the Arts, OISE)

### Recent Impressions of the People's Republic of Mongolia.

*Friday, January 29*  
Prof. Michael Gervers, Division of Humanities, Scarborough, Pendraves Lounge, main floor, International Student Centre, 33 St. George St., 12 noon to 2 p.m.  
(ISC and Canada Mongolia Association)

### A Tower in the Ear: W.B. Yeats and Ballylee.

*Friday, January 29*  
Seamus Heaney, poet; Snider visiting lecturer, George Ignatieff Theatre, Devonshire Place. 4 p.m.

### Quebec and Its Place in Canadian Society.

*Monday, February 1*  
Prof. Ramsay Cook, York University; Public Policy and the Canadian Collectivity series, 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Political Science)

### Women, Spirituality and Judaism: A Woman Rabbi's Perspective.

*Monday, February 1*  
Rabbi Debbie Brin, Congregation of Darchei Noani; Popular Feminism lecture and discussion series. Room 2-212/2-213, Ontario Institute for Studies in Education, 252 Bloor St. W. 8 p.m.  
(Women's Studies in Education, OISE)

### Federalism and American Corporate Law.

*Tuesday, February 2*  
Prof. Roberta Romano, Yale University; John M. Olin lecture in American political culture. Council Chamber, Alumni Hall, St. Michael's College, 121 St. Joseph St. 4 p.m.  
(Political Science and USMC)

### The Modern Development of Bioethics with Special Reference to Psychiatry.

*Wednesday, February 3*  
Prof. Frederick Lowy, Department of Psychiatry, Main Auditorium, Clarke Institute of Psychiatry. 5.15 p.m.  
(Psychiatry)

### Eastern Europe in the Gorbachev Era.

*Wednesday, February 3*  
Prof. Adam Bromke, McMaster University and Eva Bonicko, former international commentator for *Warsaw Life*, 179 University College. 8 p.m.  
(Science for Peace)

### Forest Management and the Accountability of the Professional Forester.

*Thursday, February 4*  
Panel discussion by students and staff of the Faculty of Forestry and the Ministry of Natural Resources, Fourth floor lounge, Faculty of Forestry. 12 noon.  
(Forestry and Ministry of Natural Resources)

### Federal Cultural Policy: The "Applebert" Report.

*Thursday, February 4*  
Lou Applebaum, composer, Auditorium, Ontario Institute for Studies in Education, 252 Bloor St. W. 5 p.m.  
(Forum on the Arts, OISE)

### Regionalism and Its Force in Canadian Society.

*Monday, February 8*  
University Prof. Em. J.M.S. Careless, Department of History; Public Policy and the Canadian Collectivity series, 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Political Science)

## COLLOQUIA

### Solar System Roulette: Consequences for Life on Earth.

*Thursday, January 28*  
Eugene M. Shoemaker, US Geological Survey, Flagstaff, 102 McLennan Physical Laboratories. 4.10 p.m.  
(Physics)

### Louis Agassiz and the Ice Age Hypothesis.

*Thursday, January 28*  
Prof. Andrew Lugg, University of Ottawa, 323 Victoria College. 4.10 p.m.  
(HPST)

## SEMINARS

### Business Outlook: The Long Term View.

*Tuesday, January 26*  
Carl Beigie, Dominion Securities; The Entrepreneur Forum, Ramada Inn, Don Valley. 7.30 to 10 a.m.  
Tickets \$25, table of 10 \$200.  
Information: 499-4933.  
(Management and the Investment Guild)

### Mechanism of Action of Alpha1 and Alpha2 in the Kidney.

*Tuesday, January 26*  
Prof. Andrew D. Baines, Department of Clinical Biochemistry, 519 Pharmacy Building. 9 a.m.  
(Pharmacy)

### Chaconne for Viola and Orchestra.

*Tuesday, January 26*  
Michael Colgrass leads a seminar on his composition. 216 Edward Johnson Building. 5 to 6.30 p.m.  
(Institute for Canadian Music and Toronto Symphony)

### Ideological Differentiation in Sikhism before the Colonial Regime.

*Monday, February 1*  
Prof. J.S. Grewal, Guru Nanak Dev University, Amritsar, visiting fellow in the Centre for South Asian Studies, 2050A Sidney Smith Hall. 3 p.m.  
(South Asian Studies)

### Contextualizing and Additive Structure in Discourse and Logical Reasoning of Primary Oral Cultures.

*Monday, February 1*  
Prof. J. Peter Denny, University of Western Ontario; Literacy and Computing series, Coach House, 39A Queen's Park Cres. E. 4 p.m.  
(McLuhan Program)

### Religion and Competition.

*Friday, January 29*  
Prof. Jay Newman, University of Guelph, Centre for Religious Studies lounge, 14-352 Roberts Library. 1.15 p.m.  
(Centre for Religious Studies)

### Climbing Mt. Eyring: The Route to Transition Pass.

*Friday, January 29*  
Prof. Kent Wilson, University of California, San Diego, 158 Lash Miller Chemical Laboratories. 3.30 p.m.

### Inhibitors of Proteolytic Enzymes.

*Friday, February 5*  
Prof. R.H. Abeles, Brandeis University, 158 Lash Miller Chemical Laboratories. 3.30 p.m.

### Crime in Canadian Drama, In particular, Sharon Pollock's *Blood Relations* and Ryga's *Indian*.

*Monday, February 1*  
Prof. Ann Saddlemeyer, Department of English; Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4.30 to 6.30 p.m.  
(Law and English)

### The Insulin Receptor: A Focal Point in the Study of Insulin Action in Normal and Pathological States.

*Tuesday, February 2*  
Dr. Philip Gorden, National Institutes of Health, Bethesda. Room 814, 3rd floor, Charlie Conacher Research Wing, Toronto General Hospital. 5 p.m.  
(Banting & Best Diabetes Centre)

### Chemoprevention of AFB<sub>1</sub>-induced Hepatocarcinogenesis in Rats.

*Wednesday, February 3*  
Prof. Zhi-Ying Chen, Department of Pathology, 2172 Medical Sciences Building. 4 p.m.  
(Pathology)

### The Ukrainian Experience in Canada: A Reassessment.

*Thursday, February 4*  
Prof. Lubomyr Luciuk, Department of Geography, 3050 Sidney Smith Hall. 4 to 6 p.m.  
(Ukrainian Studies)

### What You Always Wanted to Know (but Were Afraid to Ask) about Medical Journals: An Insider's View.

*Friday, February 5*  
Dr. Peter Morgan, author and editor, 4171 Medical Sciences Building. 1 p.m.  
(Community Health)

### Intrinsic Motivation in Sport.

*Monday, February 8*  
Prof. John Dwyer, University of Saskatchewan, Board Room, Benson Building. 4 p.m.  
(P&HE)

### Richard Wright's *Native Son*.

*Monday, February 8*  
Prof. Caesar Blake, Department of English, Crime in Literature series. Solarium, Falconer Hall, Faculty of Law. 4.30 to 6.30 p.m.  
(Law and English)

## FILMS

### Innis Winter Film Program.

*Thursday, January 28*  
Dance in Film.  
*Thursday, February 4*  
Short films by Pat O'Neill, Innis College Town Hall. 7 p.m.  
Tickets \$3.  
Information: 588-8940 or 978-7790.

## Events deadlines

Please note that information for Events listings must be received in writing at the Bulletin offices, 45 Wilcocks St., by the following times:

Issue of February 8, for events taking place Feb. 8 to 22:

*Monday, January 25*

Issue of February 22, for events taking place Feb. 22 to March 7:

*Monday, February 8*

## PART-TIME POSITIONS AVAILABLE DONS AT TRINITY COLLEGE

Six academic dons (Computer Science, English, French, Natural Science and Social Science) required for 1988-1989. Enquiries to the Dean of Arts, Trinity College, 6 Hoskin Avenue, Toronto, Ontario M5S 1H8 (978-8454). These positions are open to members of either sex.

Three residence dons for women's residence required for 1988-1989. Enquiries to the Dean of St. Hilda's College, 44 Devonshire Place, Toronto, Ontario M5S 2E2 (978-2254).

Applicants should be enrolled in a graduate or a professional programme or pursuing post-doctoral studies.

Applications must be submitted by March 1, 1988.



A scene from *The Language of Love*, a collage of Brecht's plays  
For details see *Plays & Readings*, page 9.

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## MEETINGS & CONFERENCES

### Synagogue, Temple and Jesus.

Thursday, January 28  
Participants include Prof. Wayne McCready, University of Calgary; Prof. Stephen Westerholm, McMaster University; Prof. Michel Desjardins, Department of Religious Studies; Barry Henaui, Centre for Religious Studies; and Jackie Kulkarni, Toronto School of Theology, Craft Chapter House, University College. 3 to 9 p.m.  
Dinner reservations: 978-3160 by January 25.  
(Centre for Religious Studies and UC)

### Committee on Campus & Community Affairs.

Wednesday, February 3  
Council Chamber, Simcoe Hall. 4 p.m.

### Academic Affairs Committee.

Thursday, February 4  
Council Chamber, Simcoe Hall. 4 p.m.

### U of T Marketing Conference.

Friday, February 5  
This year's conference will focus on the opportunities and challenges for marketing in turbulent markets as a result of changes in the intensity and nature of competitive forces. Toronto Convention Centre.  
Ticket information: 978-6733.

### Business Affairs Committee.

Monday, February 8  
Council Chamber, Simcoe Hall. 4 p.m.



Desiatyanna Church in Kiev, built in the 10th century by Vladimir. The exhibition, Millennium of Christianity in Ukraine, continues at the Roberts Library until Feb. 26.

## PLAYS & READINGS

### The Language of Love.

To Sunday, January 31  
A collage of scenes from Brecht's plays, prose work, poetry and songs directed by Uta Birnbaum. AIDS benefit. Sunday, Jan. 31, UC Playhouse, 79A St. George St. 7:30 p.m.  
Tickets: \$4, students and seniors \$3; benefit \$10.  
Reservations: 978-6307.

### Seamus Heaney.

Friday, January 29  
Poet reads from his poetry. Alumni Hall, Victoria College. 8 p.m.

### Norman Levine.

Monday, February 1  
With Canadian writer Norman Levine; University College Readings. UC Union, 79 St. George St. 4:15 p.m.

### The Wake of Jamey Foster.

Wednesday, January 26 to Sunday, January 31  
By Beth Henley; Graduate Centre for Study of Drama studio production. Studio Theatre, 4 Glen Morris St. Performances at 8 p.m. except Sunday, 2 p.m.  
Tickets: \$2, 50.  
Reservations: Monday-Friday 11 a.m. to 5 p.m., 978-7986.

### A Festival of Beckett: Krapp's Last Tape.

Wednesday, February 3 to Sunday, February 7  
By Samuel Beckett. Preview. Tuesday, Feb. 2, Graduate Centre for Study of Drama production, 1987-88 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sunday, 2 p.m.  
Tickets: \$6, students and seniors \$4. Preview \$3.  
Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7985.

## MISCELLANY

### Global Awareness Week.

Monday, January 25 to Saturday, January 30  
This year's theme is Environment and Development with speakers, panel discussions, workshops, theatre,

films and a dance with a live band. Topics for discussion include: international environmental agreements; the impact of development aid; the effects of urban migration; deforestation and third world debt; feminism, indigenous peoples, militarization and the environment; solutions and strategies, etc.  
Information: 978-4911.

### What Went Wrong with Directors' Liability?

Wednesday, February 3  
Prof. Roberta Romano, Yale University; law and economics workshop series. Solarium, Fabroner Hall, Faculty of Law. 12 noon to 1:45 p.m.  
Fee \$3.  
Information and registration: Joyce Williams 978-6767.  
(Law)

### Summer Job Fair.

Wednesday, February 3 and Thursday, February 4  
50 different employers per day representing thousands of job opportunities. East and West Halls, University College. 10 a.m. to 2 p.m. (Career Centre)

### Study Abroad: Paris and Rome.

February 8 to February 19  
Work of students in architecture and landscape architecture. The Galleries, 230 College St.  
Gallery hours: Monday to Friday, 9 a.m. to 5 p.m.

### ROBERTS LIBRARY

#### Millennium of Christianity in Ukraine.

To February 26  
Artifacts, rare and illustrated books, maps, medallions, engravings, icons, paintings and photographs; sponsored by the Ukrainian Librarians Association of Canada and the University of Toronto Library. Main Display Area. Hours: Monday to Friday, 8:30 a.m. to midnight; Saturday, 9 a.m. to 10 p.m.; Sunday, 1 to 10 p.m.

### Masks for Medieval Merriment: Civic and Court Entertainment.

To February 20  
An exhibition of theatrical medieval and early Renaissance masks; sponsored by Pochi Ludique Societas and REED. E.J. Pratt Library.  
Hours: Monday to Thursday, 8:45 a.m. to 12 midnight; Friday, 8:45 a.m. to 6 p.m.; Saturday, 12 noon to 5 p.m.; Sunday, 1 to 10 p.m.

### FACULTY OF ARCHITECTURE & LANDSCAPE ARCHITECTURE

#### Mies van der Rohe: Architect as Educator.

To February 11  
An exhibition from the Illinois Institute of Technology, Chicago; sponsored by the Alumni Association and the Goethe Institute.

## EXHIBITIONS

### JUSTINA M. BARNICK GALLERY, HART HOUSE

To February 4  
Agnes Krumins. Paintings and drawings. East Gallery.

### Marlyse Maynard

Masks and boxes. West Gallery.  
Gallery hours: Tuesday to Thursday, 11 a.m. to 9 p.m.; Friday and Saturday, 11 a.m. to 6 p.m.; Sunday, 2 to 5 p.m.

### VICTORIA COLLEGE

#### Zen-of-colour

To February 5  
An exhibition of acrylies by Robekah K. Cassels. First floor, Northrop Frye Hall. Hours: Monday to Friday, 9 a.m. to 9 p.m.

## PHD ORALS

Please contact the PhD oral examinations office at 978-5258 for information regarding time and location for these listings.

### Monday, January 25

Pamela Smitko Ghosh, Department of Immunology, "Molecular Analysis and Expression of T Cell Antigen Receptor Genes." Prof. T. Mak.

### Wednesday, January 27

Daniel Gruner, Department of Chemistry, "Theoretical Studies of Radiative Emission in Intramolecular Dynamics." Prof. P.W. Brumer.

Shao-Hui Yuen, Department of Pharmacology, "Protein Kinase C-dependent Protein Phosphorylation in the Heart and Its Possible Role in the Regulation of Cardiac Function." Prof. A.K. Sen.

### Thursday, January 28

Nina Zorubova, Department of Mathematics & Applied Mathematics, "Composition Operators on Weighted Hardy Spaces." Prof. P. Rosenthal.

### Friday, January 29

W. Andrew Alexander, Department of English, "As is in that style usual": Debate and Context in Marvell's *The Rhetorical Transposed*." Prof. A.H. de Quelen.

Sharon Anne Griffin, Department of Education, "Children's Awareness of Their Inner World." Prof. R. Case.

Chitshu Gumbo Lumbwe, Department of Education, "Continuity and Change in Northern Rhodesian/Zambian Educational Administration 1950s to 1980s: Building a Nation." Prof. P. Corrigan.

Akin Douglas MacPherson, Department of Geography, "Service-to-Manufacturing Linkages and Industrial Innovation amongst Small-to-Medium-Sized Firms: Empirical Evidence from Metropolitan Toronto." Prof. J.N.H. Britton.

Barry Joseph Martin, Department of Anthropology, "Kinship and Culture: A Study of the Kanesatake Mohawk." Prof. D.H. Turner.

Helen Ostovich, Department of English, "A Modern Critical Edition of Ben Jonson's *Every Man Out of His Humour*." Prof. A.M. Leggett.

Paul James Walsh, Graduate Centre for the Study of Drama, "August Strindberg and Dramatic Realism, 1872-1886." Prof. L.L. Marker.

### Monday, February 1

Richard Piniemi, Department of Chemistry, "The Reduction Products of 2-Nitroimidazole." Prof. R.A. McClelland.

### Tuesday, February 2

Daniel Côté, Department of Physics, "Excitonic Collective Modes in a Bose-Condensed Electron-Hole Gas." Prof. A. Griffin.

### Wednesday, February 3

Omer Refa Kiseoglu, Department of Chemical Engineering & Applied Chemistry, "Product Yield Distributions and Reaction Models in the Catalytic and Non-Catalytic Hydrocracking of Athabasca Bitumen." Prof. C.R. Phillips.

### Thursday, February 4

Dr. Bing Lin, Institute of Medical Science, "The Functional Programme of Human Pluripotent Hemopoietic Precursors." Prof. H.A. Messner.

### Friday, February 5

Julie Adam, Department of English, "Versions of Heroism in Modern American Drama: Selected Plays by Miller, Williams, Anderson and O'Neill." Prof. F.J. Marker.

William Arthur Lachin, Department of Anthropology, "Village Formation and Social Interaction: A Test of the Interaction Hypothesis." Prof. W.M. Hurley.

### Antonio Perez-Romero.

Centre for Religious Studies, "Juan De Vahles and 16th-Century Spanish Religious Thought as Expressed in the Religious Literature in Castilian." Prof. J.J. Chioy-Dahan.

### Thursday, February 11

Patrick John Jullig, Department of Anthropology, "The Cummins Site Complex and Paleoindian Occupations in the Northwestern Lake Superior Region." Prof. M.R. Kleinman.

## POSITIONS ELSEWHERE

Notice of the following vacancies outside the University has been received by the Office of the President.

### Brandon University

#### Dean of Education

The appointment is normally for a five-year term and will be effective Sept. 1. Nominations and applications should be forwarded by February 29 to: Chair, Search Committee for Dean of Education, c/o President's Office, Brandon University, Brandon, Man. R7A 6A9

### Arizona State University Assistant Vice President, Information Resources Management

Applications must be received no later than February 1 and should be directed to: Dr. Elmer R. Gooding, Associate Vice President for Academic Affairs, Chair, Assistant VP for IRM Search Committee, Personnel Department, Arizona State University, Tempe, AZ 85287-1403



## Things should be done properly: Wilson

I would like to respond to the comments of Professor Michael Marrus in the *Bulletin* (Jan. 11).

He makes two points. One commends the provost for her recent statement to principals, deans, directors and chairs on the proposed amendments to the hiring policies aimed at giving a fairer deal to women in the search process. He suggests that the provost has changed her mind in this area, moving away from the position which the administration negotiated with UTFA last June. I, too, have read the provost's statement, printed in the Dec. 7 issue of the *Bulletin*. In it, unfortunately, the provost fails to declare unequivocally whether she stands by the positions to which her team agreed in principle last June. Her actual statement is sufficiently ambiguous to permit it to be read as endorsing the negotiated position. Unlike Professor Marrus, I prefer to believe that she has not changed her mind: what her team agreed to in principle is a good policy. But whether I am right in my reading or Professor Marrus is right in his remains to be discovered.

Professor Marrus' other point is to criticize UTFA for taking, as he sees it, the position that things agreed to in negotiation are carved in stone and that no subsequent debate should ever be allowed to upset such an agreement. That of course is far from the UTFA position, and such a travesty should not go uncorrected. Professor Marrus also repeats the canard that UTFA negotiators failed to keep their colleagues informed about the matters that were negotiated.

It was in February 1985 that the provost's office first wrote to the associa-

tion inviting discussions of possible changes in the frozen Policy and Procedures on Academic Appointments. Negotiations did not take place, however, until 1986-87. During the interval the association's appointments committee spent an entire academic year studying and comparing the current policy along with the amendments suggested in the administration's document so that we would have a clear understanding of the issues. Our committee members consulted their colleagues on the more complex issues and our status of women committee advised the appointments committee on the women's hiring issues. UTFA council was kept fully informed.

It was not until our committees had spent considerable time in study and consultation that UTFA felt ready to proceed to negotiations on the policy. UTFA, unlike the administration, works with the volunteered labour of our colleagues along with a small support staff. Thus, it would not be at all reasonable for us to enter into discussions or negotiations regarding changes to the frozen policies for which there was little prospect of agreement.

The Memorandum of Agreement between UTFA and the University freezes certain policies that can be changed only by mutual consent, but specifies no mechanism for negotiating change in these frozen policies. On the other hand, all negotiations are subject to certain basic principles. One of these principles is that preparation, including any necessary consultation, should precede the negotiation so that one's negotiating team has a baseline understanding of the issues and the solutions that will be

acceptable to their principals. Another of these principles is that when agreement is reached, both negotiating teams do their utmost to convince their principals that the agreement is a good one. Without the certainty that each side is negotiating with authority and in good faith, negotiations are bound to fail.

The negotiations which led to the approval of the new sexual harassment policy are a good example of how UTFA and the administration can indeed negotiate an agreement in good faith and with little acrimony. Experience in these negotiations encouraged UTFA to believe that the administration team that sat down with UTFA's team last June to negotiate changes to the appointments policy did have authority to negotiate. During the negotiations on the sexual harassment policy, it was always clear as to which matters had been made final and which matters required further thought and consultation. And when it became clear that the previously negotiated two-month time limit on complaints was not acceptable to Governing Council, the time-limit was renegotiated in order that a policy would be approved. Such renegotiation in the interests of approval was reasonable. Agreements reached are not "set in concrete," and where reasonable to both parties they can be renegotiated. But it would not have been reasonable if the administration had simply declined to put forward the policy it had negotiated. Nor would it have been reasonable if the association team had simply declined to put forward the policy it had negotiated.

UTFA believes that we had an agreement regarding amendments to the appointments policy with respect to both equity in searches and the three-year review of probationary tenure-stream appointments. This belief was, correctly, reinforced by the memo we received from Vice-Provost David Cook on June 30, 1987, which said in part, "I attach a revised copy of the Policy and Procedures on Academic Appointments. This represents what I believe to be the Policy the negotiating teams have agreed to." These words confirm two facts: (1) there had been negotiations, not merely "discussions," and (2) the teams had reached agreement. That being the case, it was incumbent upon the provost to honour the agreement and to present the amendments to Governing Council for approval. This, however, was what the provost did not do; instead, at a meeting of PDD&C, she summarily dismissed the agreed-upon amendments regarding three-year reviews from the process of approval.

It is our view that, if the administration believed consultation with PDD&C or other groups was necessary, that consultation ought to have taken place prior to coming to an agreement with UTFA. To negotiate first and consult later and to then breach an agreement because of these consultations is neither expeditious nor professional.

When Governing Council ratified the Memorandum of Agreement, it voluntarily recognized UTFA as equal, and not subordinate to Governing Council with respect in particular to grievances, to the frozen policies and procedures, and, since the advent of a process of binding arbitration, to salaries and benefits.

The Memorandum of Agreement did not remove the roles and interests in these matters that other bodies have. Moreover, UTFA has, of course, never stated that these roles and interests are to be neglected. To the contrary, we have insisted, against perceived admin-

istration practice at times, that such consultation should be a matter of course even where strict legalities do not require it.

There is in fact no corresponding obligation with respect to UTFA that it be consulted prior to proposals going forward to Governing Council. UTFA's role, rather, is parallel to that of Governing Council, as a body whose consent is required before any changes in the frozen policies and procedures can be made.

Where changes depend upon the mutual consent of two parties, they sit down at the table as equals. As equals, they negotiate changes to which both parties can agree. This does not mean negotiated positions are, as Professor Marrus says, "set in concrete." But it does mean that a change in a negotiated agreement is to be dealt with at the bargaining table, through negotiations between equals, and not as an edict dictated by a superior to a subordinate.

When the provost broke the promise to the association by unilaterally announcing at a meeting of PDD&C that she was withdrawing part of what her team agreed upon, she broke the historical tradition of trust that UTFA had with the administration.

It cuts more deeply, however. Faculty and librarians at this university believe for the most part that the framework for bargaining that best suits their situation is a Memorandum of Agreement outside the framework of the Labour Relations Act. But in the absence of the formal procedures that certification would guarantee, it is absolutely essential that each side be able to trust the other in negotiations to be fair, honest and scrupulous in its dealings. The provost, when she decided to treat her agreement as a discussion paper, destroyed at a stroke the trust that is essential for negotiations to work within the informal framework of our Memorandum of Agreement.

Professor Marrus apparently believes that, since, as he sees it, the provost has come to a position he approves of, she may therefore use any means or procedures she desires in dealing with UTFA. UTFA cannot agree. Even when there are no formal procedures, there are proper ways of doing things, and improper ways. Only the former are acceptable.

The experience concerning the Sexual Harassment Policy shows that negotiations between equals on policies and procedures can work. Things can be done properly. They should be done properly. I am sorry that Professor Marrus disagrees.

Fred Wilson  
President  
University of Toronto Faculty Association



### Gallery Club

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## LETTERS

# Haist's message needs restating

In 1975 Professor R.E. Haist (of the "Haist rules") wrote a letter to the dean of medicine at U of T, outlining some of his concerns about administrative developments in the faculty.

In the present day of professional "university managers" Professor Haist's message is even more timely than it was 13 years ago, and deserves a wider audience. I therefore reproduce major excerpts from his letter:

"This song has been sung before, but, since its message is easily forgotten, it must be repeated again and again.

"The message concerns the nature of a university and the relationship of 'administration' to the university. It is admitted that administrative arrangements are necessary, and, because of the increasing size of the university, must become more complex. It is largely for this reason that from time to time one needs to consider again why the university is needed, what its functions are, and what should be the relation of 'the administration' to those who directly carry out these functions.

"A university exists for the preservation of knowledge, the enhancement of knowledge, and the transmission of knowledge and attitudes. The major functions of a university are teaching as well as research and other scholarly activities. . . . The university is made up of those members who perform these functions. Without these functions the university has no need for existence. The fundamental part of the university in carrying out these functions is the academic staff. All other parts of the university are there to assist in the efficient discharge of these functions. . . .

"While it is relatively easy to appreciate that support staff are there to enable the academic group to carry out their proper functions, it may not be as readily apparent that the administrative staff are there for the same purpose. The reason for administration in the university is to facilitate the work of the academic staff. Though it is recognized, of course, that administrative activities are important and necessary, administration should not be considered an end in itself. . . .

"In the university the highest position . . . should be the academic position, namely that of university professor. The administrative position is one that the individual assumes for a limited period,

and which he assumes in order to assist his fellow academics in the performance of their work. The chairman of a department is there to assist in providing the proper intellectual atmosphere for work in the department, to stimulate, and, in any way possible, to help the academic in the performance of that work. The associate deans and deans or directors should be there in order to assist the departments in carrying out their functions. If these facts are understood and appreciated, then there is less danger of administration becoming an end in itself, and less danger that techniques of management may become techniques of manipulation for the fulfilment of administrative rather than academic aims [Haist's emphasis]. Perhaps the greatest danger with growth of the administrative arrangements is that administrators tend to consult with

other administrators rather than with those parties most vitally interested in, and having the most direct knowledge of, the problem under discussion . . . .

Given the administrative growth at the expense of the academic sector in the years since 1975, and the recent confrontation between UTFA and the president's office, I believe it important that both academics and administrators remember — and act upon! — the truth of the late Professor Haist's message: that a university is not a factory filled with hired hands to be "managed" by superior intellects, but a community of independent scholars, each of whom has an equal stake in the quality and reputation of the institution.

Harald Sonnenberg  
Department of Physiology

## Critiquing Thornton's divestment report

I would like to ask for a reinterpretation of the evidence presented in Professor A.P. Thornton's report favouring divestment (*Bulletin*, Dec. 7). Professor Thornton's mandate was to discuss the University's relationship to investments in South Africa and the main alternatives to present policy. It was not to provide an argument for a personal point of view. In the latter approach much useful evidence appears to have been omitted and the likely damage from divestment given insufficient weight. Over a two-year period this university alone has divested 76 percent of its South African related holdings, yet no specific details were given of the total impact of all divestment on black employment, wages, promotion opportunity, inflation, costs of essential commodities, health services for the poor, etc. These factors have immediate and lasting impact on the well-being of black communities. In the absence of such data total or partial divestment were seen as the only two possible courses of action. The former alone was considered morally defensible, even though it was acknowledged that when companies pulled out of South Africa their replacements were

even less sympathetic to black interests. No positive initiatives were mentioned, a sad reflection on the creative ability of the University.

The impression is created that on divestment the views of Governing Council are pitted against the entire University. UTFA, whose authority on political matters has recently been severely questioned, is acknowledged for making faculty views known. However, strong support for the same views as expressed by Governing Council, both in segments of the University and amongst the general public, were either played down or not alluded to at all, nor was it emphasized that a similar position was held by some of the finest universities in North America.

Even the historic perspective is narrow. Although reference is made to the treatment of the Jews by the Nazis, no mention is made of the generous post-war treatment of Germany and Japan by the Allies, which transformed these nations into respected partners in the free world. A far cry from the punitive Treaty of Versailles after World War I, which many claim ultimately resulted in the rise of Nazism.

It is appropriate that a historian be asked to address this issue. There are indeed many useful lessons to be learned from history and certainly useful data are presented in this report, but the conclusion is barely supported by the facts as given and would be quite untenable if the fuller picture, contemporary and historical, had been presented.

David J.A. Jenkins  
Department of Nutritional Sciences

## Arts and science council election

Nominations have opened for positions on the general committee and other committees of the arts and science council.

Nomination forms and a list of vacancies are available at the office of the dean, 2020 Sidney Smith Hall, faculty registrar's office, 1006 Sidney Smith Hall, departments, offices of college registrars and student organizations. Completed forms must be received in the office of the dean no later than 4 p.m. on January 29 in order to be valid.



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### Accommodation Rentals Available - Metro

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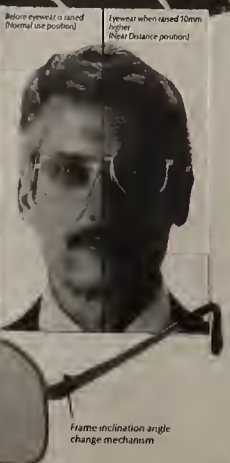
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